

ADDENDUM TO THE 1977 LABOR AGREEMENT  
BETWEEN  
THE BOROUGH OF ESSEX FELLS  
AND THE  
PUBLIC WORKS ASSOCIATION OF THE BOROUGH OF ESSEX FELLS  
PROVIDING FOR THE EXTENSION OF THE 1977 AGREEMENT  
TO DECEMBER 31, 1978, WITH MODIFICATIONS  
TO SECTION VI - SALARIES AND SECTION X - VACATIONS

The parties agree that the 1977 Labor Agreement Between The Borough of Essex Fells and the Public Works Association of the Borough of Essex Fells shall be extended in its entirety for an additional one-year period effective January 1, 1978, through December 31, 1978, except that Section VI - SALARIES and Section X - VACATIONS shall provide the following:

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## VI. SALARIES

Each employee covered by this Agreement, whose job title has a salary range shall have his increment calculated from the employee's applicable anniversary date of employment in the title with the Borough, all other employees covered by this Agreement shall receive the following salaries effective January 1, 1978.

Mechanic & Maintenance Man	\$12,826.00
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Senior Utility Man	\$12,369.00
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Senior Water Operator	\$12,369.00
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Utility Man

Minimum	\$8,600.00
1st Increment	\$9,205.00
2nd Increment	\$9,757.00
3rd Increment	\$10,308.00
Maximum	\$11,135.00

Water Operator

Minimum	\$8,820.00
1st Increment	\$9,371.00
2nd Increment	\$9,923.00
3rd Increment	\$10,474.00
Maximum	\$11,135.00

Custodian & Groundskeeper	\$10,540.00
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All salaries shall be paid semi-monthly to each employee covered by this Agreement.

Nothing in this Agreement shall be construed to require the Borough to pay an increment to any employee covered by this Agreement. The Borough may withhold payment of an increment when, in its sole discretion, the employment performance of the employee has not been satisfactory.

## X. VACATIONS

1. A vacation period shall be provided for every full-time employee of the Public Buildings and Grounds Department, Road Department and Water Utility covered by this Agreement with full pay. The status of each member with respect to annual vacation credits shall be fixed and determined as of the 31st of December of the year immediately preceding the year in which the right of such vacation period shall become due.

2. Period of Continuous  
Uninterrupted Service

Vacation Leave

0 to 1 year

1 working day for each month  
of service to a maximum of  
10 working days

1 through 5 years

11 working days

After 6 years

12 working days

After 7 years

14 working days

After 8 years

15 working days

After 9 years

16 working days

After 10 years

16 working days

After 11 years

16 working days

After 12 years

16 working days

After 13 years

17 working days

After 14 years

17 working days

After 15 years

20 working days

3. The scheduling of vacation days shall be at the discretion and direction of the Borough Engineer.

4. In the event that a holiday named in this Agreement falls during an employee's vacation period such employee shall retain an additional day's vacation.

IN WITNESS WHEREOF, the parties hereto have hereunder affixed  
their signatures on the 21st day of June , 1977.

PUBLIC WORKS ASSOCIATION OF  
THE BOROUGH OF ESSEX FELLS

By Burton Goodman  
Burton Goodman, Representative

By Lawrence J. Iovino  
Lawrence Iovino, Representative

BOROUGH OF ESSEX FELLS

By Wallace S. Jones  
Wallace S. Jones, Mayor

Witness:

BB Brunkhorst

Witness:

Walter S. Steinmann

Walter S. Steinmann  
Borough Clerk

Harold L. Ratzburg  
Harold L. Ratzburg, Borough Engineer